



## 2007 REPORT OF OUR GLOBAL COMPACT COMMITMENT

In January 2006, ESPUNA SAS decided to adhere to the GLOBAL COMPACT values.

Since this date **five major actions** have been carried out :

### Action N°1. Sensitisation of the teams

A large communication to the company staff and to our subcontractors network has been continuing in Europe and in Asia in order to sensitize them to the 10 principles of the Global Compact, related to human rights, labour, environment and the fight against corruption.

This communication has been spread out to our customers and notably with a publication in our main French distributor "Mag" magazine and on our stand during the largest worldwide PPE exhibition A+A 2007 in Germany this year.

### Action N°2. Charter setting up

This charter has been prepared, studied and signed with an institutional client (Gaz de France) in order to promote the respect of human rights and the labour regulations all along the production line and the supply chain.

This year we took part in the Gaz de France Charter presentation day to their management level where our CEO made a communication about the progress-monitoring.

### Action N°3. Audit questionnaire

On the basis of our audit questionnaire (French, English and Chinese) we have carried on the assessments of our suppliers in order to :

- Facilitate the identification of the trouble spots in comparison with the Ten principles;
- Facilitate the deployment of a global assessment for our supply chain to the furthest upstream possible level.

#### Action N°4. Quality management follow-up

Thanks to the first assessment of our suppliers we were able to list the progress actions which will be followed-up during the first 2008 semester.

We have consistently checked in our Chinese subcontractor quality management :

- The presence of all the contracts of employment;
- The computer data base with all the employees identity cards (at least 18 years old) ;
- From the hiring and salaries records that there was no discrimination (equity in front of employment, occupation and sex-based discrimination).

We have had access to all the monthly reports issued by the elected works council.

In connection with the hierarchy thanks to the analysis a lot of improvements have been made for the lifestyle and work conditions (shower units maintenance, bedrooms repair, games room).

#### Action N°5. A major progress action

As announced in 2006 we began this year an in depth action regarding the sustainable development.

A convention with the notified body CTC (Centre Technique du Cuir) has been signed to have a weekly check on our raw materials. The procedure is made according to a relevant sampling plan to supervise the innocuousness of the raw materials used to manufacture the gloves in order to make sure of the staff and end-users health and safety.

Moreover regarding the sustainable development within the Lezignan corporate managers association a task group has been set up to optimize the different experiences and study the possibility to have common actions.

#### For 2008 we will :

1. Look after the progress-monitoring for the supply chain.
2. Carry on our sustainable development approach with a start of an in depth action regarding the water control in our process with the target from 2008 to decrease by 30% the water consumption and therefore the effluences to treat as well as the chemicals used.